

2012

Federal Employee Viewpoint Survey Results

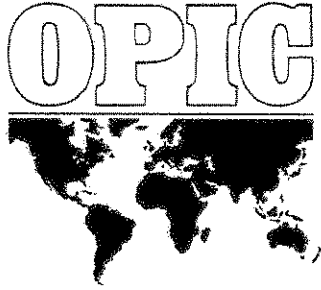
EMPLOYEES INFLUENCING CHANGE

OVERSEAS PRIVATE INVESTMENT CORPORATION
AGENCY RESULTS

UNITED STATES
OFFICE OF PERSONNEL MANAGEMENT



Over
687,000
Federal
Employees'
Opinions



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October 17, 2012

Dear OPIC Staff:

The 2012 Employee Viewpoint Survey results are finally in! First, we want to thank all of you for your participation this year. As a result of the high participation rate, we were able to get some meaningful feedback.

Overall, we found the results to reflect positively on OPIC and therefore all of you. As you probably recall, the OPIC Employee Viewpoint Survey was administered by the Office of Personnel Management. Only full-time and part-time non-political permanent employees who were on-board as of October 31, 2011, were eligible to take the survey. Of the 184 OPIC employees who were asked to participate in the 2012 survey, 154 employees responded, resulting in a total response rate of 83.7% - significantly higher than the government-wide average of only 46.1%. The results were terrific - we are up on many areas that were within our control and down mainly on areas outside it.

OPIC appears to have improved in quite a few areas, as compared to last year. Overall, we saw increases on 52 of the 71 questions (73%) and decreases in 19 questions (27%). Most of the increases and decreases were minimal, but overall, our results clearly indicate a positive trend.

OPIC is committed to making improvements based on employee feedback. Employee feedback is drawn from many sources, survey measuring employee perceptions in topic areas such as Talent, Leadership and Knowledge Management, Performance Culture, and Job Satisfaction. The ultimate goal of the survey is to provide agencies with information to build off of strengths and improve challenge areas.

The enclosed report provides the OPIC overall 2012 survey results. We will not be able to compare OPIC with other government agencies until OPM issues overall government-wide 2012 Federal Employee Viewpoint Survey results, which are expected in October or November of 2012. Likewise, the Partnership for Public Service's "The Best Places to Work" rankings, will not be issued until government-wide results have been revealed.

The areas with the most positive responses include:

- 98.6% of OPIC employees are willing to put in the extra effort to get the job done when needed.
- 94.9% of OPIC employees believe the physical conditions (for example, noise level, lighting, cleanliness in the workplace) allow employees to perform their jobs well.
- 94.5% of OPIC employees would positively rate the overall quality of work done by their work unit.
- 93.7% of OPIC employees feel they are protected from health and safety hazards on the job.
- 93.4% of OPIC employees feel the work we they do is important.
- 92% of OPIC employees feel they are treated with respect by their supervisor/ team leader.
- 90.7% of OPIC employees are constantly looking for better ways to do their job better.
- 90.6% of OPIC employees report that their supervisor supports their need to balance work and other life issues.
- 88.5% of OPIC employees like the kind of work they do.
- 88.4% of OPIC employees feel their organization has prepared employees for potential security threats.
- 88.3% of OPIC employees believe the agency is successful at accomplishing its mission.
- 88% of OPIC employees think the workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.
- 87.2% of OPIC employees believe their supervisor/ team leader listens to what they have to say.

Areas where we have the greatest room for improvement:

- 49.8% of OPIC employees feel that promotions in their work unit are based on merit.
- 43.3% of OPIC employees believe steps are taken to deal with a poor performer who cannot or will not improve in their work unit.
- 41.3% of OPIC employees feel differences in performance are recognized in a meaningful way.
- 37.4% of OPIC employees are positively satisfied with their pay.
- 37.1% of OPIC employees are satisfied with their opportunity to get a better job in their organization.
- 29.5% of OPIC employees believe pay raises depend on how well employees perform their jobs.

Most notable increases- with greater than 5% increase:

- 10% increase over last year- "I am given a real opportunity to improve my skills in my organization.
- 8.6% increase over last year- "I have sufficient resources to get my job done"
- 8.4% increase over last year- "The work I do is important"
- 7.4% increase over last year- "My training needs are assessed"
- 7.5% increase over last year- "How would you rate the overall quality of work done by your work unit?"
- 7.6% increase over last year- "Policies and programs promote diversity in the workplace."


- 7.4% increase over last year- “Prohibited Personnel Practices are not tolerated”
- 6.8% increase over last year- “Supervisors/ Team Leaders in my work unit support employee development”
- 10% increase over last year- Managers/supervisors/ team leaders work well with employees of different backgrounds”
- 7% increase over last year- “Senior leaders demonstrate support for Work/Life programs”

Most notable decreases- with greater than 5% decrease:

- 6.7% decrease over last year- “In my work unit, differences in performance are recognized in a meaningful way”
- 9.5% decrease over last year- “Pay raises depend on how well employees perform their jobs”
- 20.6% decrease over last year- “Considering everything, how satisfied are you with your pay?”

We will be providing more general analysis and departmental analysis in the near future. Senior leadership will also delve more into the results to determine the next steps and an action plan. In the meantime, please stay tuned for our governmental ranking and Best Places to Work rankings. We will share those as they become available. Again, Congratulations.

Very Respectfully,



Rita Moss

**OVERSEAS PRIVATE INVESTMENT CORPORATION
2012 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*1. I am given a real opportunity to improve my skills in my organization.	N		54	67	23	8	2	154	NA
	%	78.6	34.9	43.7	14.9	5.4	1.1	100.0	
2. I have enough information to do my job well.	N		46	78	16	9	4	153	NA
	%	80.8	30.5	50.3	11.2	5.7	2.4	100.0	
3. I feel encouraged to come up with new and better ways of doing things.	N		49	58	26	11	7	151	NA
	%	70.9	32.3	38.6	17.0	7.5	4.5	100.0	
*4. My work gives me a feeling of personal accomplishment.	N		62	60	16	8	5	151	NA
	%	80.9	41.2	39.7	10.5	5.2	3.4	100.0	
*5. I like the kind of work I do.	N		70	65	12	4	2	153	NA
	%	88.5	46.3	42.2	7.8	2.6	1.1	100.0	
6. I know what is expected of me on the job.	N		63	60	16	9	5	153	NA
	%	80.2	41.2	39.0	10.9	5.7	3.2	100.0	
7. When needed I am willing to put in the extra effort to get a job done.	N		111	41	2	0	0	154	NA
	%	98.6	72.1	26.5	1.4	0.0	0.0	100.0	
8. I am constantly looking for ways to do my job better.	N		80	61	10	3	0	154	NA
	%	90.7	52.8	37.9	6.9	2.4	0.0	100.0	
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N		21	67	24	26	15	153	0
	%	57.6	13.9	43.7	17.0	15.9	9.6	100.0	
*10. My workload is reasonable.	N		18	61	21	41	11	152	0
	%	52.3	11.9	40.4	14.0	26.5	7.2	100.0	
*11. My talents are used well in the workplace.	N		30	69	24	18	12	153	0
	%	64.2	20.2	44.1	15.3	12.6	7.8	100.0	
*12. I know how my work relates to the agency's goals and priorities.	N		60	69	15	5	4	153	1
	%	84.3	39.4	44.9	10.0	3.2	2.5	100.0	
*13. The work I do is important.	N		66	77	7	3	0	153	1
	%	93.4	43.0	50.4	4.8	1.8	0.0	100.0	
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N		97	48	7	1	0	153	0
	%	94.9	64.1	30.8	4.7	0.4	0.0	100.0	
*15. My performance appraisal is a fair reflection of my performance.	N		52	64	22	9	4	151	3
	%	76.4	34.5	41.8	14.3	6.2	3.1	100.0	
16. I am held accountable for achieving results.	N		55	70	23	3	2	153	1
	%	81.0	36.4	44.6	15.6	2.2	1.2	100.0	

Survey Administration Period: April 4, 2012 to May 16, 2012
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* AES prescribed items

** Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'

Sample or Census: Census
Number of surveys completed: 154
Number of surveys administered: 184
Response Rate: 83.7%

**OVERSEAS PRIVATE INVESTMENT CORPORATION
2012 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		54	52	20	12	6	144	9
	%	73.4	38.5	34.8	12.9	8.8	4.9	100.0	
*18. My training needs are assessed.	N		25	70	33	17	8	153	1
	%	62.4	17.0	45.4	21.2	11.1	5.3	100.0	
*19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	N		42	61	31	13	6	153	1
	%	66.7	27.4	39.3	20.0	8.9	4.3	100.0	
*20. The people I work with cooperate to get the job done.	N		50	68	20	5	9	152	NA
	%	77.1	32.7	44.5	13.6	3.5	5.8	100.0	
*21. My work unit is able to recruit people with the right skills.	N		43	68	24	13	4	152	2
	%	73.5	29.3	44.2	15.9	8.2	2.5	100.0	
*22. Promotions in my work unit are based on merit.	N		21	53	48	13	9	144	10
	%	49.8	14.7	35.0	34.3	9.4	6.5	100.0	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		15	47	47	18	12	139	15
	%	43.3	11.2	32.1	34.3	13.4	9.0	100.0	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		13	49	47	24	15	148	6
	%	41.3	8.7	32.6	31.5	16.4	10.8	100.0	
25. Awards in my work unit depend on how well employees perform their jobs.	N		19	56	44	14	11	144	10
	%	51.0	13.5	37.5	31.2	9.9	7.8	100.0	
26. Employees in my work unit share job knowledge with each other.	N		44	81	16	8	4	153	1
	%	82.0	30.1	51.9	10.1	5.3	2.6	100.0	
27. The skill level in my work unit has improved in the past year.	N		38	58	36	9	5	146	8
	%	65.8	26.2	39.6	24.9	6.0	3.3	100.0	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total	Do Not Know/ No Basis to Judge
28. How would you rate the overall quality of work done by your work unit?	N		87	59	8	0	0	154	NA
	%	94.5	56.7	37.8	5.5	0.0	0.0	100.0	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N		37	94	13	4	1	149	1
	%	88.0	25.0	63.0	8.5	2.8	0.7	100.0	

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**OVERSEAS PRIVATE INVESTMENT CORPORATION
2012 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*30. Employees have a feeling of personal empowerment with respect to work processes.	N		22	64	31	23	9	149	3
	%	57.6	15.4	42.2	20.1	16.2	6.1	100.0	
31. Employees are recognized for providing high quality products and services.	N		35	68	29	11	8	151	1
	%	67.6	23.7	44.0	19.3	7.5	5.6	100.0	
*32. Creativity and innovation are rewarded.	N		28	56	36	18	11	149	3
	%	55.4	19.1	36.3	24.3	12.5	7.7	100.0	
*33. Pay raises depend on how well employees perform their jobs.	N		11	29	49	25	21	135	15
	%	29.5	8.7	20.8	37.1	17.5	15.9	100.0	
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N		29	71	32	10	3	145	6
	%	68.6	20.5	48.1	21.5	7.3	2.6	100.0	
*35. Employees are protected from health and safety hazards on the job.	N		71	72	8	1	0	152	0
	%	93.7	46.8	46.9	5.6	0.6	0.0	100.0	
*36. My organization has prepared employees for potential security threats.	N		55	76	10	7	0	148	4
	%	88.4	38.1	50.3	7.1	4.5	0.0	100.0	
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N		45	54	31	8	9	147	5
	%	66.6	30.4	36.1	21.2	5.6	6.6	100.0	
38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	N		55	60	18	3	2	138	14
	%	82.4	40.3	42.1	13.2	2.7	1.7	100.0	
39. My agency is successful at accomplishing its mission.	N		65	69	11	3	3	151	0
	%	88.3	42.9	45.4	7.5	1.9	2.2	100.0	
40. I recommend my organization as a good place to work.	N		68	60	20	4	1	153	NA
	%	83.1	44.4	38.7	13.7	2.4	0.9	100.0	
41. I believe the results of this survey will be used to make my agency a better place to work.	N		43	50	30	12	7	142	10
	%	65.4	30.5	34.9	21.4	8.1	5.1	100.0	
*42. My supervisor supports my need to balance work and other life issues.	N		87	52	9	4	1	153	0
	%	90.6	56.9	33.7	6.0	2.6	0.9	100.0	
43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	N		56	61	25	5	5	152	1
	%	75.8	37.6	38.2	17.3	3.3	3.6	100.0	
*44. Discussions with my supervisor/team leader about my performance are worthwhile.	N		53	57	26	6	8	150	2
	%	72.7	35.7	37.0	17.0	4.6	5.7	100.0	

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**OVERSEAS PRIVATE INVESTMENT CORPORATION
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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
45. My supervisor/team leader is committed to a workforce representative of all segments of society.	N		51	61	22	6	0	140	12
	%	79.4	36.8	42.6	16.3	4.4	0.0	100.0	
46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.	N		45	63	26	12	5	151	1
	%	71.1	30.3	40.9	16.7	8.7	3.5	100.0	
*47. Supervisors/team leaders in my work unit support employee development.	N		60	64	17	6	3	150	1
	%	81.8	40.8	41.0	11.7	4.2	2.3	100.0	
48. My supervisor/team leader listens to what I have to say.	N		78	55	12	3	3	151	NA
	%	87.2	51.8	35.4	8.6	1.9	2.2	100.0	
49. My supervisor/team leader treats me with respect.	N		87	54	6	2	3	152	NA
	%	92.0	57.4	34.5	4.2	1.6	2.2	100.0	
50. In the last six months, my supervisor/team leader has talked with me about my performance.	N		66	61	17	7	2	153	NA
	%	83.3	43.9	39.4	10.5	4.7	1.6	100.0	
*51. I have trust and confidence in my supervisor.	N		80	43	21	5	4	153	NA
	%	79.4	51.7	27.7	14.3	3.5	2.9	100.0	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total	Do Not Know/ No Basis to Judge
*52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	N		84	43	21	5	0	153	NA
	%	82.0	54.1	27.9	14.3	3.7	0.0	100.0	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*53. In my organization, leaders generate high levels of motivation and commitment in the workforce.	N		31	60	32	19	9	151	1
	%	60.7	20.8	39.9	20.8	12.6	6.0	100.0	
54. My organization's leaders maintain high standards of honesty and integrity.	N		48	57	26	9	7	147	5
	%	70.5	32.9	37.6	18.0	6.4	5.1	100.0	
*55. Managers/supervisors/team leaders work well with employees of different backgrounds.	N		47	74	19	4	4	148	4
	%	81.0	32.0	49.1	13.6	2.8	2.6	100.0	
*56. Managers communicate the goals and priorities of the organization.	N		55	69	18	6	4	152	0
	%	81.5	36.5	45.1	11.5	4.4	2.7	100.0	
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		46	77	16	5	3	147	4
	%	83.2	31.8	51.4	11.1	3.7	2.0	100.0	

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OVERSEAS PRIVATE INVESTMENT CORPORATION 2012 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N		42	65	23	14	6	150	2
	%	72.0	28.3	43.7	15.6	8.6	3.8	100.0	
59. Managers support collaboration across work units to accomplish work objectives.	N		41	64	25	12	6	148	3
	%	71.7	28.7	43.0	16.9	7.6	3.8	100.0	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?	N		47	57	35	5	3	147	6
	%	69.9	31.6	38.3	24.6	3.7	1.9	100.0	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*61. I have a high level of respect for my organization's senior leaders.	N		40	61	33	11	7	152	0
	%	66.5	26.5	40.0	21.2	7.6	4.8	100.0	
62. Senior leaders demonstrate support for Work/Life programs.	N		61	62	17	5	2	147	3
	%	84.0	41.8	42.2	11.2	3.5	1.3	100.0	
		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*63. How satisfied are you with your involvement in decisions that affect your work?	N		34	66	32	18	3	153	NA
	%	65.3	22.8	42.5	21.2	11.6	2.0	100.0	
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N		43	70	24	12	4	153	NA
	%	72.9	29.3	43.6	15.9	8.7	2.4	100.0	
*65. How satisfied are you with the recognition you receive for doing a good job?	N		29	58	39	20	7	153	NA
	%	56.2	19.7	36.5	26.0	13.1	4.7	100.0	
*66. How satisfied are you with the policies and practices of your senior leaders?	N		21	70	43	13	5	152	NA
	%	60.0	14.2	45.8	28.1	8.5	3.4	100.0	
*67. How satisfied are you with your opportunity to get a better job in your organization?	N		18	39	50	32	14	153	NA
	%	37.1	12.0	25.1	32.5	21.8	8.7	100.0	
*68. How satisfied are you with the training you receive for your present job?	N		33	65	42	9	4	153	NA
	%	63.6	22.1	41.5	27.8	6.0	2.6	100.0	

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2012 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*69. Considering everything, how satisfied are you with your job?	N		42	71	27	12	1	153	NA
	%	73.6	27.1	46.5	18.2	7.4	0.9	100.0	
*70. Considering everything, how satisfied are you with your pay?	N		13	44	32	40	24	153	NA
	%	37.4	9.0	28.4	20.0	26.6	16.1	100.0	
71. Considering everything, how satisfied are you with your organization?	N		46	69	23	13	2	153	NA
	%	74.9	30.6	44.3	15.5	8.1	1.4	100.0	

72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).

	N	%
Yes	140	91.7
No	10	6.9
Not sure	2	1.3
Total	152	100.0

73. Please select the response below that BEST describes your current teleworking situation:

	N	%
I telework 3 or more days per week.	0	0.0
I telework 1 or 2 days per week.	28	17.7
I telework, but no more than 1 or 2 days per month.	23	15.1
I telework very infrequently, on an unscheduled or short-term basis.	53	33.9
I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).	2	1.3
I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.	5	3.5
I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework.	5	3.7
I do not telework because I choose not to telework.	37	24.8
Total	153	100.0

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74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	N	%
Yes	32	20.9
No	117	76.3
Not available to me	4	2.9
Total	153	100.0

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	%
Yes	102	66.8
No	50	33.2
Not available to me	0	0.0
Total	152	100.0

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	N	%
Yes	10	6.4
No	140	91.8
Not available to me	2	1.7
Total	152	100.0

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	%
Yes	12	8.0
No	134	87.2
Not available to me	7	4.8
Total	153	100.0

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)

	N	%
Yes	6	4.1
No	137	90.0
Not available to me	9	6.0
Total	152	100.0

**OVERSEAS PRIVATE INVESTMENT CORPORATION
2012 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
79. How satisfied are you with the following Work/Life programs in your agency? Telework	N %	83.2	40 40.3	45 42.8	15 15.8	1 1.1	0 0.0	101 100.0	3
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N %	97.0	17 52.9	14 44.0	0 0.0	1 3.0	0 0.0	32 100.0	0
81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	N %	96.2	48 48.5	48 47.7	4 3.8	0 0.0	0 0.0	100 100.0	2
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N %	87.9	5 63.1	2 24.8	1 12.1	0 0.0	0 0.0	8 100.0	3
83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	N %	89.3	2 19.9	7 69.4	0 0.0	0 0.0	1 10.7	10 100.0	2
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N %	100.0	0 0.0	2 100.0	0 0.0	0 0.0	0 0.0	2 100.0	5

Survey Administration Period: April 4, 2012 to May 16, 2012

The work/life satisfaction results only include employees who indicated that they participated in the program.

Percentages are weighted to represent the Agency's population.

** Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'

Sample or Census: Census

Number of surveys completed: 154

Number of surveys administered: 184

Response Rate: 83.7%



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